



WIA YOUTH PERFORMANCE MEASURES

Younger Youth (14-18 at registration)	Definition	Timing Requirements for Attainment	Exclusions
Skill Attainment	Percentage of skill goals attained by all in-school youth and out-of-school youth assessed to be in need of basic skills, occupational skills and work readiness skills. *At least one (and a maximum of three) goals must be set each year. **If a customer is assessed basic skills deficient, a basic skill goal must be set.	1) Within 12 months of setting the goal AND; 2) Before customer exits.	1) Out of school youth not in need of basic skills, occupational skills and work readiness skills.
Diploma Attainment	Percentage of customers who attained a secondary school diploma or equivalent during the program or soon after exit.	During program participation through 1 st quarter (1-6 months) after exit.	1) Youth who already have a diploma or equivalent upon entry into WIA; 2) Youth in secondary school at exit (if these youth receive a diploma during the 1 st quarter after exit, the customer receives credit for attaining the measure).
Retention	Several months after exit, percentage of customers in any of the following: 1) Post-secondary education; 2) Advanced training; 3) Employment; 4) Military service; 5) Qualified apprenticeships.	During 3 rd quarter (6-12 mos) after exit.	1) Youth in secondary school at exit.

****Note:** Any customers institutionalized/incarcerated at exit, customers exited for health/medical reasons or deceased, and customers called up for active duty who do not return to WIA are excluded from all performance measures.



Older Youth (19-21 at registration)	Definition	Timing Requirements for Attainment	Exclusions
Entered Employment Rate	The percentage of customers who are employed soon after exit.	During 1st quarter (1-6 mos) after exit.	1) Customers employed at the time of registration. 2) Customers who are not employed but are enrolled in advanced training or postsecondary education in 1 st quarter after exit.
Employment Retention Rate	The percentage of customers employed several months after exit.	During 3 rd quarter (6-12 mos) after exit.	1) Customers not employed in 1 st quarter after exit. 2) Customers who are not employed but are enrolled in advanced training or postsecondary education in 1 st or 3 rd quarter after exit.
Earnings Change/ Earnings Replacement Rate	Increase in customer pre-program and post-exit earnings	Compares 2 nd and 3 rd quarters before program registration with 2 nd and 3 rd quarters after exit.	1) Customers not employed in 1 st quarter after exit. 2) Customers whose employment in 1 st or 3 rd quarter was measured through supplemental data. 3) Customers who are not employed but are enrolled in advanced training or postsecondary education in 1 st quarter after exit.
Credential Rate	Customers who 1) Were employed or in advanced training or postsecondary education AND 2) Received a credential. ** Not employed or in postsecondary education or advanced training in 1 st quarter after exit means this measure is not attained.	1) Credential must be attained during program participation through 3 rd quarter (possibly up to 12 months) after exit. 2) Employment or enrollment in activity or postsecondary education during 1 st quarter after exit.	

**Note: Any customers institutionalized/incarcerated at exit, customers exited for health/medical reasons or deceased, and customers called up for active duty who do not return to WIA are excluded from all performance measures.